



GSG Assembly Meeting
Jadwin A06
December 14, 2016 5:45pm

The meeting is called to order at 5:52pm.

WeSpeak survey results

Present are Regan Crottey (Title IX administrator), Jacqueline Deitch-Stackhouse (administrator of SHARE), and Jed Marsh (Vice-Provost for Institutional Research).

- Regan:
 - Students received an email about survey on November 10, which covered attitudes on sexual misconduct. The survey had a response rate of approximately 50%.
 - Survey will be conducted for at least one additional year. Afterwards, survey will be repeated but not every year, both to avoid survey fatigue and because it is difficult for people who have been harmed to keep revisiting those situations.
 - The goal was to obtain information about sexual misconduct at Princeton. In particular, want to know about people's awareness of policies and procedures.
 - Worked closely with students in formulating the survey. The first year it was ran the survey did not follow up with the right questions, but has since improved.
 - The results of the survey will help determine what Princeton should be doing. This year there were more than 600 write-in comments, including many that were tangible and easy to address (such as comments about lack of lighting in certain areas of campus).
 - Awareness of resources has moved positively (71% of respondents know where to make a report, up from 48%).
 - Awareness of SHARE office also increased from 60% to 85%.
 - In terms of prevalence:
 - There appears to be positive movement (but hesitant to claim the existence of any trends as there are only two data points).
 - 1 out of 10 graduate students reported witnessing inappropriate behavior (an improvement from 1 in 9 in previous survey). The numbers are 1 in 6 for grad women (compared to 1 in 5 previously).
 - 1 in 135 graduates reported nonconsensual sexual penetration (compared with 1 in 55 previously). 1 in 61 for graduate women (compared with 1 in

42 in previous survey).

- Numbers did not improve with regard to sexual harassment (reported by 1 in 22 graduate women, compared with 1 in 25 in previous survey)
 - 45% of incidents involved an academic or work setting. 25% involved a coworker, 14% involved a university professor or instructor, 6% involved a staff member, 5% involved a postdoc, and 2% involved a supervisor.
 - 44% of grad women and 34% of grad men who reported experiencing sexual harassment feared that telling someone would negatively impact work relationships or career prospects.
 - If a situation of sexual harassment is reported to us, we do not jump anything, but offer multiple solution paths. Still, we understand that these situations can be tricky.
- Questions:
 - Mircea Davidescu (GSG President): How does Princeton fare against the local community or communities at large?
 - Jacqueline: It is hard to compare numbers directly. Individuals experience sexual violence at the highest rate between 16 and 24. Further, definitions used in the survey are designed to match Princeton's rights and rules, so they may not match definitions in other surveys.
 - If students have specific questions about how to interpret some of these numbers they are welcome to email directly.
- Jacqueline:
 - We have been working with people across campus. As an example, working with women in STEM, we realized that educational efforts were missing the mark, and were able to understand the more subtle experiences of gender discrimination. As a result, we pulled together a group of administrators and worked with the vendor of Not Anymore to develop a new 25 minute module on gender discrimination.
 - If people feel that something is missing, we are hearing and want to develop solutions.
 - Online training geared toward preventing sexual harassment is now required of second-year graduate students (this seems appropriate as it is when students are starting as AIs).
 - We have organized more than 80 live training sessions for faculty, students, staff, and academic departments relating to sexual misconduct and climate issues.
 - We are also forming committees in several departments (and already have pilot committees in 6 departments) to tackle these issues.
- Questions:
 - Laura Bustamante (Neuroscience Rep): I like the training and prevention efforts.

However, as someone who already knows quite a lot about these issues, I was able to complete the sexual harassment training without going through it very carefully. I'm not sure the barrier to passing is appropriate.

- Jacqueline: that is good to know. We are always looking to tweak our evaluations.
- Julia Wittes (Molecular Biology Rep): I was happy to hear that you addressed the lighting issue in Alexander Road, and wanted to say thank you.
 - If there are ever issues like that, please write in comments and email us (rehunt@princeton.edu)
- Jacqueline: Given possible changes in climate (political, for example), we have implemented measures to ensure that we are committed to making the necessary changes to address issues regardless of what happens outside of Princeton.

Christine Murphy on Reenrollment

- Reenrollment is an annual assessment of graduate student progress and it happens every year for every eligible student.
- Why is it done?
 - We want progress to be evaluated by students themselves, as well as advisors and departments
 - It helps solidify enrollment plans for the following academic year and is a good way to get students planning
 - It is a way to assess programmatic offerings (resources used by students)
 - It is necessary to comply with federal guidelines (for example, responsible conduct in research and the individual development plan for life sciences)
- The process is as follows: the student completes the form, the adviser and DGS make their recommendations. Academic affairs then reviews and approves the recommendations and Finance generates the reenrollment reply form. Finally, students review feedback and accept reenrollment.
- Questions:
 - Joshua Wallace (Astrophysics Rep): The last two steps in that process are not familiar to me at all.
 - The acceptance of reenrollment is prompted by TigerHub
 - International students have to be more careful about the reenrollment form, as they may have to apply for a visa extension
 - Jonathan Balkind (GSG Communications Director): One of the things my friends did not know is that you can read your feedback.
 - Christine: yes, you can see the commentary that your supervisor and DGS provided.
 - Mircea Davidescu (GSG President): I have a concern about the reenrollment

form. When we ask how graduate students can provide feedback about not getting enough mentoring, for example, a representative from the graduate school mentioned that reenrollment could be a good venue. But isn't all that information available to the advisers?

- Yes. Everything students submit through the form is visible to their advisers. Some students choose to write-in concerns in reenrollment, but some prefer to do it through our office. If you feel you have issues with advising there are resources that you can make use of to address grievances.
- I brought a copy of our new Graduate Student's Guide to the Grievances Process, which can help with that.

SPEAR referendum

SPEAR stands for Students for Prison Education And Reform, and is part of the Princeton Coalition Divest.

Present to talk about the referendum proposal are Alex (graduate student liaison to SPEAR) and Micah (co-President).

- Alex:
 - SPEAR have argued that members of the University Community should be wary of the practices of the industry and of their impact on incarcerated people.
 - Private prisons were non-existent until the 1980s, and have drastically increased since the 1990s.
 - A report called for state governments to dissociate with private prisons, as they have less security and greater levels of violence.
 - Holding a referendum among graduate students would allow us to gauge the opinion of this community.
- Micah:
 - The idea behind the process is to present the case for divestment to the CPUC Priorities Committee.
 - Last year, SPEAR held a private prison teach-in, to mark the official launch of the campaign.
 - We held an undergraduate student referendum, which had greater turnout than any other issue on the ballot, with 89% of respondents in favor of the movement.
 - 104 faculty have provided signatures endorsing this movement.
 - A panel discussion on private prisons will be held during the first week of the spring semester.
 - This referendum would help add support to the cause.
 - In terms of practicability: Princeton would not be the 1st University to divest (Columbia and UC Berkeley have already divested from companies that we have

marked for divestment, and one of the companies managing Yale's endowment has also divested).

- Mircea Davidescu (GSG President): The idea is that we, as the GSG, would launch a graduate student referendum on behalf of SPEAR using the language provided. In order to do this, we need to
 - Form a referendum committee chaired by the Vice-President (with at least 2 more graduate students)
 - Draft 3 documents: an information package, a document containing arguments for voting yes, and another containing arguments for voting no.
 - People providing the latter two documents would be obtained from the camps in the Assembly that would choose to vote yay or nay.
- Questions:
 - When would vote happen? Would it be tacked onto the election?
 - It doesn't have to be tacked onto the election.
 - Joshua Wallace (Astrophysics Rep): Is PRINCO bound by the result?
 - Daniel (SPEAR): This would not have any binding, immediate effect. The CPUC Priorities Committee has 3 criteria: sustained involvement among campus community, clear demonstrated support, and clear conflict with university values. This would help demonstrate support and involvement.
- Jonathan Balkind (proxying for ELE) motions to approve the referendum. Jonathan Aguirre (Spanish & Portuguese Rep) seconds.
 - The motion passes unanimously.
- Julia Wittes (Molecular Biology Rep): There was a lot of dispute last year about companies that would fall under the divestment proposal. I want to encourage you to give some consideration to this.
- Volunteers for Referendum Committee:
 - Vivian Chang (WWS Rep), Hendia Edmund (GSG Health & Life), Alex (SPEAR), Ali (SPEAR), Akshay (GSG Vice-President)

Approval of November Minutes

Joshua Wallace (Astrophysics Rep) motions to approve, Daniel Vitek (GSG Academic Affairs) seconds. The motion passes unanimously.

Recruitment

- Experience Survey for Annual Giving
 - Mircea Davidescu (GSG President): This is an arm of the University that seeks unrestricted donations (i.e. without a specific purpose).
 - We were approached by the volunteer chair (Lawrence Latimer), who wants to have an initiative to gather feedback from graduate students on what Princeton

means to them. They would like feedback from all departments, as it could then be used in a letter to alumni from those departments.

- Responses would be 2 or 3 sentences.
- Is anyone opposed to such an initiative?
 - No.
- Election Committee:
 - We need 5 students, including the chair (Akshay Mehra, GSG Vice-President).
 - Daniel Vitek (GSG Academic Affairs): the job consists on making sure the Qualtrics survey sent out to the graduate students is correct, and to bring a plan to Assembly the following month and to produce the final document by February.
 - Mircea: We were discussing making an electoral reform so that the Chair positions would be voted on (instead of appointed by GSG Assembly), and to possibly include CPUC positions in the election. We have not yet passed those reforms, but we could send them along and try to run an electronic vote. Are there any strong objections to doing an electronic vote?
 - None.
 - Volunteers; Vivian Chang, Jose Ferreira, Siddharth Mishra-Sharma, Daniel Vitek, Akshay Mehra
 - William Smith (Politics Rep) motions to approve, Joshua Wallace (Astrophysics Rep seconds). The motion passes unanimously.
- USLC members:
 - Genna Gliner (GSG Facilities): University Student Life Committee (chaired by VP Calhoun, Genna, and an undergraduate representative) is intended to be used as an entity to make changes. Graduate students get five voting positions and only currently use two of them.
 - Last month, USLC voted on disengaging bathroom locks (which affects graduate students at the GC).
 - USLC meets every other month during the academic year, for 1.5 hours.
 - Volunteers: Noah Apthorpe (Computer Science Rep), Jessie Schwab (Psychology Rep).
 - Other interested students can email genna@princeton.edu

Executive Summary

- Graduate Student Meetup collaboration summary
 - Mircea Davidescu (GSG President): Had collaboration with career services. Vivian Chang (WWS Rep) took substantial lead in organizing a graduate student-specific meetup.
 - Overall recruitment of employers was substantially better than last year (34 versus 26).

- Attendance decreased from 150 to 100. Numbers make us wonder if we were doing something wrong in advertising.
- Questions:
 - Joshual Wallace (Astrophysics Rep): Was there ever a list of employers published?
 - It was available on handshake, but it was made clear at the previous Assembly meeting that many people are not aware of handshake.
 - José Ferreira (GSG Secretary): The name might not have been very clear.
 - Julia Wittes (Molecular Biology Rep): Is it possible that we could try to do one of these things with the undergrads? The people who are interested in doing this are about to graduate. Maybe it would be nice to join our efforts to bring more people into it.
 - Mircea: The reason they wanted to do a grad-specific meetup is that many employers go to career fairs to hire specifically for entry-level positions.
 - Mattias Fitzpatrick (GSG Social): I have gone to a lot of the undergraduate meetups and the employers don't seem to have many jobs available for us.
 - Akil Word-Daniels: Have you thought about making a push for the handshake system (to get more people to sign up)?
 - Mircea: That's a great idea.
- Affinity Group Mixed (12-13-16):
 - Held a meeting yesterday to get all the affinity groups on campus (BGC, LGSA, etc) together, along with diversity fellows.
 - It was a way for people to get on the same page and to network, so that they don't have events at the same times, for example. There were also some logistical issues discussed - difficulties that the groups face, such as booking space and scheduling, that we as the GSG can help solve.

Open Forum

- Kate Pukhovaia (Near-Eastern Studies): About unionization. People in my department are not aware of the role of the GSG in the unionization efforts, and were unhappy with what was written in the Town Hall notes. What should I tell them?
 - GSG's position is of complete neutrality. We're writing a fact-finding report, which should be published in a month or two.
 - Jonathan Balkind (GSG Communications Director): Things are moving quite quickly at peer-institutions, so the content of the report is also changing quickly.
 - Daniel Vitek (GSG Academic Affairs): GSG's position is neutral, and we're

constitutionally forbidden from providing logistical support to PGSU. So every time we want to do something we have to make sure everyone is comfortable with our level of involvement. We're informing about unionization, but not doing publicity. I don't know if any Exec members are involved with PGSU beyond GSG duties.

- Mircea Davidescu (GSG President): You mentioned that there was frustration in your department. The Graduate School is going to departments to provide information, which could be a resource.
 - Kate: part of the frustration is that we receive emails from the Deans, etc., and they clearly show a bias
 - Mattias Fitzpatrick (GSG Social): another issue is that students may not be equipped to discuss some of the legal issues.
 - However, those explanations should not come from the University legal counsel.
 - Mircea: Is there anything that we can do as the Executive Board?
 - There has been a lot of talk about this report, so it would be great if we could have even a part of it.
 - Daniel: There is a somewhat polished draft that I can send to Assembly.

Will Smith (Politics Rep) motions to adjourn the meeting, Joshua Wallace (Astrophysics Rep) seconds. The meeting is adjourned.

Next meeting: January 11, 2017 5:45pm